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MARSHALL STAR

Marshall Space Flight Center

Sept. 20, 2001

Balancing Marshall Workforce

Marshall Core Values at the heart of new initiative

by Jim Kennedy

Marshall Center Deputy Director

Under the leadership of Marshall Center Director Art Stephenson, for the past three years we have worked hard to demonstrate a sincere commitment to our Center's Core Values. And the "Balancing Marshall Workforce" (BMW) initiative is certainly a key example of that.

Early this year, Art recognized an overload in work requirements for many of our people and committed to the workforce to balance the workload, thereby reducing unacceptable levels of stress in areas across the Center, both in programs and support organizations.

We have now completed a major procurement for our Space



Kennedy

Launch Initiative and are clearly in need of literally hundreds of employees to support this program both within the SLI Organization and the supporting organizations like the Engineering Directorate, Space Transportation Directorate, Safety and Mission Assurance, Customer and Employee Relations Directorate, Procurement and Center Operations Directorate.

As Art noted in his address to all employees on Marshall TV Sept. 4, this effort cannot be delayed and is currently in high gear to identify vacancies and fill them as soon as possible.

Additionally, we are looking hard at the workforce requirements across the Center and are about to release targeted allocations to each organization. This allocation will more than likely result in fairly significant transitions of people from one organization to another in an attempt to "balance" our work and get it aligned with our primary missions.

It is anticipated that as we staff up in our primary lines of business, and staff down in other areas, there will be a need to reduce some of the work we are currently doing. This is an

See **BMW** on page 6

NASA selects 325 innovative small business projects

Marshall news release

NASA has selected 325 research proposals for negotiation of Phase I contract awards for its 2001 Small Business Innovation Research (SBIR) and Small Business Technology Transfer (STTR) Programs. The expected value of the awards is approximately \$21 million for SBIR and \$2 million for STTR.

SBIR and STTR goals are to stimulate technological innovation; increase the use of small business, including women-owned and disadvantaged firms, in meeting federal research-and-development needs; and increase private sector commercialization of results of federally funded research.

In response to its solicitations, NASA received 1,659 SBIR and 57 STTR proposals submitted by small, high technology businesses from 34 states.

Nine NASA field centers reviewed proposals for technical merit and feasibility and relevance to NASA research and technology requirements. The Jet Propulsion Laboratory, Pasadena, Calif., evaluated SBIR proposals only. The selected firms will be awarded fixed-price contracts valued at up to \$100,000 each to perform a Phase I feasibility study.

Companies that successfully complete the Phase I activities are eligible to compete for Phase II selection the following year.

The Phase II award allows for a two-year, fixed-price contract of up to \$600,000 for SBIR and \$500,000 for STTR.

The NASA SBIR Program Management Office is located at the Goddard Space Flight Center, Greenbelt, Md., with executive oversight by NASA's Office of Aerospace Technology, NASA Headquarters, Washington. Individual SBIR and STTR projects are managed by the NASA field centers.

A listing of the selected companies is available at: <http://sbir.gsfc.nasa.gov/SBIR/sbir2001/phase1/awards/2001statelist.html>

Reflecting on the terrorist attacks

I am sitting here at home in my office Saturday afternoon reflecting on the events of this past week. I listen to the news broadcasts and like you am still shocked at the destruction and loss of life. We all want to do something to help, but we feel helpless and often angry. We want to see those responsible for these terrible acts brought to justice. We want to ease the pain of those affected – the victims who survived and the family members who lost a loved one – but we realize we can do little to help. We give blood, we send money, but that is not enough somehow.

In our Marshall Star last week, Dan Goldin complimented the response of the NASA team. I agree. You all responded to our closing of the Center, and subsequently dealing with major delays in coming to work, with dignity and patience. Thank you for how you conducted yourselves. The people responsible for



Stephenson

security worked around the clock to provide appropriate inspections for your benefit. The last thing we would want to do is give them a hard time for doing their job. The response of the Center Operations Directorate, the Safety and Mission Assurance Office, and the Customer and Employee Relations Directorate staff was outstanding. They joined me in the Emergency Operations Center for the day on Tuesday and took actions

needed to support the decisions and communicate to the workforce. As we worked closely with the Army on Tuesday and Wednesday, the Marshall Team held two and three telecons a day, at all hours, to ensure that everything was in place. It is a pleasure to work with a team that responds as these people did.

Director's Corner

So now what? We will deal as a nation with the situation. Our security personnel will continue to address safety and take appropriate actions. At Marshall Space Flight Center we must get back to a focus on our business, which is the business of America's Space Program. We have a great mission to perform, including carrying on with Shuttle launches, completing the International Space Station and supporting operations, developing technology needed to enable the next generation reusable launch vehicle, and performing our science missions. Our thoughts keep going back to the horrible events of last week, which is understandable. Our challenge is to refocus again on our work, for our sake and the sake of this great country.

How might this situation impact NASA? I simply don't know. I expect we will be given confidence once again by Congress to carry out our missions. The FY02 budget decisions will occur in the coming weeks. We will have to wait and see what happens to the NASA budget.

I do know that the increase in patriotic feelings in our country is a positive thing to come out of this tragedy. I hope our citizens and our elected representatives see the national pride that derives from our Shuttle, Station and Science endeavors. For those of you who have seen a Shuttle launch, you know the pride one feels in our nation as liftoff occurs.

I ask each of you to continue supporting one another in dealing with the difficult feelings and frustrations that many of us may experience. Taking time to talk about what is going on can help the process of coping with the situation. At the same time, take pride in America and the work you do for this country. United We Stand!

Thanks for what you do to make a difference.

— Art Stephenson
Marshall Center Director

Mission slowed by bad weather

NASA researchers study intensity of tropical storm

Researchers in NASA's Convection and Moisture Experiment (CAMEX) were delayed by bad weather from Gabrielle as it crossed Florida last weekend. Even with the hurdles, the scientists were able to gather valuable information about the formation, development and winding-down of tropical storm Gabrielle.

The CAMEX team had planned a flight into Gabrielle Sept. 14 as the

storm gathered strength in the Gulf of Mexico and moved toward Florida's west coast. They had to scrub that flight because of high winds and heavy rains created by Gabrielle in the Jacksonville area. However, the ground-based component of CAMEX had a notable success in documenting the storm's landfall.

Two truck-mounted radars and a microwave profiling system left their stations in the Florida Keys, and with the help of the National Oceanic and Atmo-

spheric Administration (NOAA) Hurricane Research Division (HRD) scientists positioned themselves near Venice, Fla., ahead of the storm last Friday. It was the first time that a mobile 5 cm Doppler radar has intercepted a land falling tropical cyclone. The radar observed winds just barely below hurricane force but was able to acquire data despite the buffeting from winds and torrential rain.

Marshall team urged to use CFC to donate to relief efforts

Marshall team members — like Americans worldwide — are wondering what they can do to help the relief efforts under way in New York City and Washington, D.C., following the terrorist attacks of Sept. 11.

“We are urging Marshall employees and contractors to use the Combined Federal Campaign (CFC) for contributions to relief efforts,” said Tereasa Washington, director of the Customer and Employee Relations Directorate. “Many of the organizations participating in the disaster relief effort are members of CFC.”

The CFC drive kicks off at 10 a.m. Oct. 2 in Morris Auditorium. The campaign runs from Oct. 8 through Nov. 19.

“CFC is a timely, convenient and secure mechanism to help our fellow citizens, now and throughout the year,” said Kay Coles James, director of the U.S. Office of Personnel Management. “A number of special relief funds have been created or will be created to deal with the relief efforts in the New York City and National Capital areas.”

The following list of organizations represents special relief funds and national CFC participating charities involved in relief efforts. This listing, which appears in alphabetical order, was compiled by inviting all national CFC organizations to notify OPM of their involvement.

CFC #1401 — Adventist Development & Relief Agency International
CFC #0437 — America’s Second Harvest
CFC #0700 — American Red Cross
CFC #0333 — AmeriCares
CFC #4016 — Amnesty International of the USA
CFC #2022 — Association of Gospel Rescue Missions
CFC #0848 — Association of Jewish Family and Children’s Agencies, Inc.
CFC #2002 — Baptist World Alliance
CFC #0874 — Burchette, Connors,

Ellington, Hereford, Lynch Memorial College Education Fund
CFC #2744 — Children’s Feeding Network
CFC #2026 — Children’s Food Fund/World Emergency Relief
CFC #0310 — Church World Service/CROP
CFC #2032 — Compassion International
CFC #1209 — Concerns of Police Survivors, Inc. (COPS)
CFC #2108 — Disabled American Veterans Charitable Service Trust
CFC #1813 — Dogs for Disabled Americans
CFC #2982 — Drug Enforcement Administration Survivors Benefit Fund
CFC #2400 — Educate America: Scholarship Fund for the Surviving Children of the Victims of Black Tuesday
CFC #2808 — Federal Employee Education & Assistance Fund
CFC #2052 — Feed the Children
CFC #2044 — Food for the Hungry
CFC #2838 — Guide Dog Foundation for the Blind
CFC #2752 — Healing the Children Northeast
CFC #2093 — International Aid
CFC #4095 — International Association of Fire Fighters Burn Foundation
CFC #0351 — International Relief Teams
CFC #1146 — KidsPeace Corporation
CFC #1215 — Kiwanis International Foundation
CFC #2809 — Lions Club International Foundation
CFC #0335 — Lutheran World Relief
CFC #2134 — Marine Corps – Law Enforcement Foundation, Inc.
CFC #0365 — Mercy Corps International
CFC #2988 — Mercy MedFlight, Inc.
CFC #2118 — Military Chaplains Association
CFC #2849 — Miracle Flight for Kids
CFC #2970 — National Fallen Firefighters Foundation
CFC #0544 — National Hospice and

‘CFC is a timely, convenient and secure mechanism to help our fellow citizens, now and throughout the year. A number of special relief funds have been created or will be created to deal with the relief efforts in the New York City and National Capital areas.’

— Kay Coles James, director, U.S. Office of Personnel Management

Palliative Care Organization
CFC #1116 — National Law Enforcement Officers Memorial Fund
CFC #2213 — National Military Family Association
CFC #2609 — National Organization for Victim Assistance
CFC #2018 — Nazarene Compassionate Ministries, Inc.
CFC #0183 — Postal Employees’ Relief Fund
CFC #0465 — Ronald McDonald House Charities
CFC #0338 — The Salvation Army
CFC #0100 — The September 11th Fund
CFC #0474 — Shriners Hospitals for Children
CFC #0352 — United Methodist Committee on Relief
CFC #2025 — World Concern

A listing of all local campaign offices can be found on the OPM Web site at: <http://www.opm.gov/cfc/html/PCFO.htm>. The Marshall Center’s CFC Web site to be launched next week will have a special button, “Relief Efforts for Victims of 9/11/01.”

NASA employees sent condolences via Marshall Web site

Friends,

In case you are feeling lonely or mad at the world for what happened in New York and Washington, please read the following e-mails that our some of our Science@NASA readers from around the world have sent us. Ron Koczor, Marshall's Science Directorate

Dear Mr. Koczor,

All of us are shocked by the awful events that have occurred yesterday in New York and in Washington and we wish to extend our sympathy to you and your colleagues. If there is any way that we can help, please let us know.
Sincerely, Inna Mardanyan, Moscow, Russia

Dear friends,

Your colleagues from Paleontological Institute of Moscow are with you. Our sympathy, thoughts and support are yours. And will always be.
Best regards, Alexei Rzanov, Galina Ushatinskaya, and all colleagues from Moscow

Dear Ron,

We are very sorry and really left astonished and speechless with terrorism struck US yesterday. We sincerely wish and hope that everything is OK for you and all the American colleagues and families.

Yours, Sophia, Athens, Greece

Dear Dr Phillips:

As my only point of contact with the United States is through your science@NASA website, I would like to express my heartfelt condolences to the American people, our thoughts and prayers especially go out to the relatives and friends of those who perished in the awful events that occurred yesterday. Yours
Sincerely, Tony Aggett, United Kingdom

We would like to offer our deepfelt sympathy, concern and prayers to our friends and colleagues in the US at this dreadful time, Margaret and Alex Mazzolini, Melbourne, Australia

We are absolutely shocked by horrible events in the U.S. It is unbelievable...Accept my condolences...Today our world has changed. What will happen to our world? Take care, Prof Omarov, Alma Aty, Khazakstan



Courtesy photo

A woman puts flowers at a makeshift memorial outside the U.S. Embassy in Moscow, Russia, Sept. 12.

As the President of CANADIAN Environmental Science and Research Group and on behalf of the Team of CESAR Group I would like to send our heart felt sorrow to those family members who lost relatives in these vicious and despicable attacks on democracy. God Bless America!

Jack Pender, Canada

Sincere greetings Dr. Koczor, Ron

Together with my family, we feel very sorry for the regrettable incidents in New York. We are with you with all our hearts.

Rafael Cardenas Santacruz, Scientific Technician, Bogota, Columbia

In the 1930's Stalin deported and murdered 25,000 Finns that were peacefully living on the Soviet side of the border. It was a blind terror action against civilians, a complete ethnical cleaning of the Karelia county. Without successful defensive fight in the following winter war 1939 when Stalin tried to invade Finland (5 of my uncles were killed, my father injured), we would, according to recently discovered documents from Moscow, all have been deported to Siberia, and I would not sit here and study your website.

These terrorists try to create a world of that kind. We do not want this world anymore! All the best for you in the USA

Jarl, Helsinki, Finland

Marshall CFC runs Oct. 8 through Nov. 19

Director of Big Oak Ranch to speak at kickoff Oct. 2

John Croyle, executive director of the Big Oak Ranch, will speak at the Marshall Center grand opening of this year's Combined Federal Campaign (CFC) at 10 a.m. Oct. 2 in Morris Auditorium.

Croyle is the founder and executive director of Big Oak Ranch Inc., which includes three ministries: Big Oak Boys' Ranch in Gadsden, Ala.; Big Oak Girls' Ranch in Springville, Ala.; and Westbrook Christian School in Rainbow City, Ala. The ranches provide a quality, Christian home and education for children who are simply needing a chance.

The Bob Jones High School cheerleaders and dance team and the University of Northern Alabama marching band will provide entertainment. Door prizes will be given away.

The CFC participating agencies fair will be at the Sparkman Center on Redstone Arsenal from 9 a.m.-3 p.m. Oct. 2.

Marshall's goal for this year's campaign is \$450,000. The campaign motto is "Caring for Communities." The campaign runs from Oct. 8-Nov. 19.

"As the 2001 executive chairperson for CFC this year, I would love to far exceed the goal reached last year of \$505,000," said Deborah Gonzalez. "I know if we join together as a team, we can make this another outstanding year of contributions. These CFC agencies need our help to provide services to those in our communities with real needs. Please join me in supporting the Combined Federal Campaign this year."

Other CFC events are Community Service Days Oct. 22-Nov. 2. Participating agencies include Union Hill Personal Growth Center, Huntsville Botanical Gardens, Huntsville Hospital Foundation, Downtown Rescue Mission, CASA of Madison County, and Big Brothers/Big Sisters of North Alabama.



Croyle

Dependents invited to enter CFC poster contest

The Marshall Center's 2001 Combined Federal Campaign (CFC) Committee would like to invite your dependents to participate in a poster contest.

The applicant must be a dependent of a Marshall civil servant, onsite contractor or retiree to participate.

There are three levels of participation: K-5, 6-8 and 9-12 grades. There will be one winner from each level. Applicant must be in one of the grade levels listed. Winners will receive a framed certificate. The overall winner will receive a framed certificate and his or her poster will be displayed Centerwide.

The poster must address and incorporate the theme, "Caring for Communities." Submissions are due no later than Sept. 27 to CD20/Chris Robinson, Bldg. 4200, room 302-A, Marshall Space Flight Center, AL 35812.

The Marshall Center retains the rights to make changes to selected submissions. Decisions of the judges are final. The committee is not responsible for submissions lost in the mail.

For more information, call Robinson at 544-1422.

Tour local CFC agencies during two weeks in October

Bus tours to participating Combined Federal Campaign (CFC) agencies will be held during two weeks in October.

The bus will pick up at Bldg. 4610 at 8:10 a.m. and drive to Bldg. 4203 north loop where it will depart at 8:20 a.m. for the first stop. The bus is scheduled to arrive at the first stop by 8:30 a.m. It will then leave that stop and arrive at the next location at 9:45 a.m. It will depart the second location at 11 a.m. and return to Bldgs. 4203 and 4610. Please be at the bus pickup locations 10-15 minutes prior to departure.

For more information, call Karen Dugard at 544-0037.





NASA photo

Marshall employees graduate

Four Marshall Center employees recently completed the 2000-2001 Professional Development Program. From left: Leland Dutro, Tracy Lamm, NASA Administrator Dan Goldin, Carolyn Landry, and Dr. James Spann. Participants in the program are competitively selected by their Centers. They engage in a yearlong intensive leadership development process that combines developmental work assignments, leadership development workshops, briefings by NASA's leadership, targeted training opportunities and individual coaching. The goal of the program is to provide future leaders with a broader perspective of both NASA and the impact of NASA programs.

BMW

Continued from page 1

acceptable alternative as we attempt to achieve reasonable levels of work for the Marshall Center and a balance of that work across the Center.

Values

Balancing the Marshall Workforce is aimed specifically at our PEOPLE Value in that we owe it to our employees to give them meaningful, challenging work that can be accomplished in an excellent manner within a reasonable workweek.

We currently have some organizations that are so overloaded that the employees feel obligated to work "around the clock" and are thereby sacrificing their health, their family commitments and their overall quality of life. With BMW, we hope to achieve a work environment that is consistent with optimal employee health, job satisfaction and productivity.

BMW should allow for EXCELLENCE in the products and services we deliver to our CUSTOMERS with the workload being reasonable and balanced across all TEAMS.

We are excited about the outcome of our BMW initiative, and look forward to having a balanced and healthy workload and workforce.

This is being done "for" our employees and not "to" them. No reductions in force are planned and we encourage all Marshall employees to see this in the positive light in which it is being executed.

The following is a brief outline of the major milestones in the BMW process so you can see how we plan to proceed and where you might get involved. Your support is essential to our success and your constructive comments are always welcomed.

Milestones

The process being used to balance the workforce passed a major milestone Sept. 7 when project offices submitted information on the needed workforce to the Office of the Chief Financial Officer. Project offices negotiated with technical offices as to the support they would need.

The next major milestone in the process will be evaluating what the next headcount allocations are going to be. Organizations will propose adjustments in their headcounts, which will receive senior management review.

Both federal employee unions will be involved throughout the process.

We will be going to the organizations and identifying what skills each needs during this review. Once those skills are identified, we will go out with a summary of those skills and communicate them across the Center.

One way employees will know what opportunities exist for them will be a job fair to be held in the near future, at a location to be announced. Advance notice of the jobs available at the job fair will give employees the opportunity to determine whether they would be interested in any of the positions.

The Human Resources Department is conducting a resume building briefing that will help civil service employees apply for jobs through NASA STARS, the new automated employee resume system that went online at Marshall in August. The briefing will be from 1-3 p.m. 8:30-10:30 a.m. Sept. 25, in Bldg. 4203, room B303. For more information on the briefings, call 544-7560.

More details will be announced through Marshall Star articles, the Daily Planet, Inside Marshall, and the electronic TV.

Center Announcements

Blood drive

In honor of America's tragedy in New York and Washington D.C. last week, the American Red Cross needs all Marshall employees to donate the gift of life on Friday at the NASA Exchange Bldg. 4752. All blood types are needed. Donors will receive a certificate for a free Domino's pizza. Anyone who cannot attend this blood drive, but who wishes to participate can donate at the American Red Cross, 1101 Washington St., Monday through Thursday from 10 a.m.-5:30 p.m. or Friday from 8 a.m.-1 p.m. The schedule for Friday's blood drive is: A-B, 8-8:30 a.m.; C-F, 8:30-9 a.m.; G-H, 9-9:30 a.m.; I-L, 9:30-10 a.m.; M-P, 10-10:30 a.m.; Q-S, 10:30-11 a.m.; T-Z, 11-11:30 a.m.

Employee Assistance

The Marshall Employee Assistance Program (EAP) psychologist will be available from 6:30 a.m.-6 p.m. Monday through Thursday in Bldg. 4249, room 126. To make an appointment, call 544-7549 or send an e-mail to Bruce Mather.

Safety Day 2001

Marshall's Safety Day 2001 will be Oct. 17. Events include Safety Day activities within work sections; an opening ceremony in Morris Auditorium at 9 a.m.; and lunch at the Marshall picnic pavilion — tickets at \$3 each are available through admin officers. Vendors will have displays set up in Bldg. 4752 from 11:15 a.m.-3 p.m. The final round in the Safety Bowl will be from noon-3 p.m. in a tent located near Bldg. 4752. Another tent will be set up for a CPR certification course.

FIRST Robotics needs volunteers

The Marshall Center is sponsoring four teams in the 2002 For Inspiration and Recognition of Science and Technology (FIRST) Robotics program. Volunteers are needed. There will be an informational meeting for volunteers at 2 p.m., Sept. 26, in Bldg. 4200, room 211. For

more information, call Vicki Smith at 544-1798 or Barbara Long at 544-0774.

Library closing

The Marshall Technical Library will permanently close its doors for service as of close of business Sept. 28. All material checked out to patrons will need to be returned before this date so that patron records can be cleared. Any document(s) that have been ordered for patrons that have not been received by this date will be forwarded to the patron through the Centerwide mail system. After Sept. 21, requests for document orders will not be processed, but should be referred to the Redstone Scientific Information Center (RSIC) — <http://rsic.redstone.army.mil> — for processing.

Upcoming Classes

Design, reliability class

A design and reliability class on NASA's video teleconferencing system will be held during October to December. There will be four, 4-hour sessions. This course introduces the basic concepts of reliability, provides an overview of reliability engineering, and improves integration of reliability analysis into current and future aerospace programs. If interested, send an e-mail to Georgann Freeman.

Imaging telescopes workshop

A workshop on innovative ideas and alternatives to imaging telescopes will be held Sept. 27-28 at the Knight Center, Alabama A&M University, in Huntsville. The workshop costs \$100. To reserve a seat, send an e-mail to: john.caulfield@cim.aamu.edu or ila@cim.aamu.edu

Chemical Inventory Training

Chemical Inventory Training will be held from 10 a.m.-11 a.m. Oct. 3 in Morris Auditorium. All personnel who

will be preparing the chemical inventory must attend this orientation training. For more information, call David Glover at 544-4772. Copies of your organization's last inventory can be picked up at the training session or at Bldg. 4249, room 103, after the training session.

Clubs and Meetings

Shuttle Buddies meet

The Shuttle Buddies will meet for breakfast at 9 a.m. Sept. 24 at Mullins Restaurant on Andrew Jackson Way. For more information, call Deemer Self at 881-7757 or Gail Wynn at 852-8189.

Lunch-time prayer

Join the lunch-time prayer and fellow ship from noon-12:30 p.m. every Tuesday and Thursday in Bldg. 4200, room 432.

Sports

Tennis tournament results

Bob Goss and Ronda Moyers took first place in the MARS Tennis Club's September Hi-Lo Sept. 15. Larry Newman and Ed Gollop placed second. Third place went to Bill Boglio and Bernice Bowling, fourth to Joe White and Bil Bhat. Jimmy Whitaker and Phil Hays finished fifth. The next tournament will be a CLOSED HI-LO on Oct. 6. Warmup starts at 8 a.m., play at 8:30 a.m. To participate, call Ronda Moyers at 544-6809.

MARS Golf League

The final golf tournament — a 4-person scramble — will be held Sept. 22. The tournament will be held at Gunter's Landing in Guntersville. Teams will be formed by the tournament director from the pool of entries. Cost is \$44 due at time of entry, which includes cart and \$5 entry fee.

Employee Ads

Miscellaneous

- ★ Nine drawer dresser w/mirror and five drawer chest, \$125; three bar stools, two table lamps, coffee table, \$20 each. 971-9710
- ★ JB player stratocaster style guitar, new, perloid pickguard, amber sunburst finish, rosewood fingerboard, \$150. 216-8868
- ★ Microtek E6 flatbed scanner with SCSI card, \$50. 837-6879
- ★ Indianapolis USGP F1 ticket, first turn, \$85. 256-881-1249/leave message
- ★ UMAX scanner, new, \$100; solid wood computer desk, \$90; floral sofa, \$300. 534-0939
- ★ Maytag dishwasher, \$75; microwave oven, two-months old, \$50. 256-461-9735
- ★ Rockford 1/2" pneumatic impact wrench, \$40. 882-0469/337-2084
- ★ 1995 Avion 36' 5th wheel, 2-slideouts, generator, satellite, 2-recliners, window awnings, \$26,900. (256) 777-3200
- ★ Alvarez 6-string acoustic guitar with gig bag, \$125 obo. 883-7299
- ★ Boat cover, heavy-duty canvas with elastic fitting, fits 17' bass boat, \$65 obo. 461-8369
- ★ Monarch piano, 75 yrs. old, 4'Hx5'W, mahogany stain, \$300. 828-7377
- ★ Small chest freezer, \$100; coffee table, \$45; Schwinn Air Dyne exercise bicycle, \$200. 883-8658

Vehicles

- ★ 1994 Honda Accord LX, auto, air, all-power, AM/FM/cassette, cruise, 55K miles, one-owner, \$8,200. 534-9631

- ★ 1994 Ford F150, short-bed, V-8, 118K miles, bedliner, CD, airbag, a/c, sport wheels, \$4,950 firm. (256) 753-2278
- ★ 1987 Nissan pickup, 5-speed, lots of new parts, 155K miles, AM/FM/CD, \$2,050. 464-9561
- ★ 1991 Jeep Wrangler, 4.0/6 cylinder, 4-WD, automatic, 110K miles, stereo w/CD changer, blue w/gray soft top. (256) 778-8562 after 8 p.m.
- ★ 1997 Mercury Sable, leather, air, all-power, black exterior, \$6,800. 527-5042
- ★ 1994 Ford Ranger XLT, ext. cab, 4.0L, 5-speed, 116K miles, one-owner, \$4,350 obo. 233-7583
- ★ 1993 Dodge Grand Caravan SE, one-owner, many new parts, service records available, \$4,600 obo. 895-9520
- ★ 1998 Nissan Frontier, 4x4, manual, 46K miles, new tires, alloy wheels, \$10,000 obo. (931) 438-7947/(256) 920-4222/1984
- ★ GM pickup, 350, 3/4 ton, 4X4 lwb, one owner, \$3,750 obo. 883-1860

Wanted

- ★ Sony Watchman or RCA handheld 2.2" or 2.5" LCD TV in good condition. 682-5181
- ★ Electric motor, 1725 RPM, 2/3-3/4HP preferred. 881-7004
- ★ Used, serviceable kitchen/bathroom cabinets for use in garage, will pick up. 464-9561

Found

- ★ Ladies bracelet, Bldg. 4200 Basement, Ladies Room. 544-3623 to identify

Hispanic Heritage Month Activities for October

Oct.1-17:

Art Exhibit- Bldg. 4200 Lobby.
Collection: "Island Dancing" by Nini de la Torre

Oct 4:

Food Tasting, Sparkman Center, Bob Jones Auditorium, 11:30 a.m.-1:30 p.m.

Oct.12:

Art Exhibit and Creative Conceptualizing Workshop for Middle School Students. Bldg. 4200, room P110.

Oct. 21:

Ballet Concierto de Puerto Rico, 3 p.m., Von Braun Center. \$2 off all tickets to Redstone and Marshall employees — military, civilian and contractors. Performing "Carmen: and "Latinissimo." The discount will be given by showing identification at the VBC ticket office.

Oct.22:

Ballet Concierto de Puerto Rico, Sparkman Center, Bob Jones Auditorium, 1-2:15 p.m.
Performing mixed repertory including "Portal del Yunque - Gateway to El Yunque."

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